

## HRC Award Criteria - 2020

**INSTRUCTIONS:** Please review this information carefully.

A nomination may only be for one award. Please keep the criteria for that award in mind when composing your nomination and explain how your nominee meets or exceeds them.

In order to be considered, a nomination must be complete. Every section must be filled in. The more details and specific information you provide, the more likely it will be that your nomination will receive serious consideration. A person or organization may not nominate themselves or their employer for an award.

Don't assume that the panel of HRC members that makes the selection will know the person, organization or business you are nominating. They may not. So, take some time and explain why you believe your nominee deserves the award.

### **Theodore W. Stephens Lifetime Achievement Award**

This award is given to an individual with at least 10 years of active involvement in community services in Frederick County. The person has compiled a record of outstanding contributions over a substantial period of time. They have done things like eliminating discriminatory practices in Frederick County, promoting awareness of cultural differences, and including those who are disenfranchised and poor in the life of our community.

Theodore W. Stephens was a former director of the Human Relations Department. He believed in equality and justice, and did much to help his church and all the people of Frederick County. He consistently opposed discrimination in every way possible.

### **Lord D. Nickens Community Service Award**

This award is given to an individual or an organization (school, business, non-profit agency, etc.) that has shown a strong commitment and compiled a solid record of achievement in promoting justice, tolerance, affirmative action, cultural diversity and inclusion in the community at large.

Mr. Nickens was a civil rights leader in Frederick who lived for nearly a century. He attended many HRC events and activities, and passed on his vivid memories of life in a segregated America. He was an active member, and president, of the local NAACP chapter for many years

and opposed discrimination wherever it appeared. He was a founding member and longtime contributor to the Frederick Community Action Agency. He never hesitated to explain why segregation was wrong, even when doing so created serious problems for him. He was a civil rights champion and community service leader of the highest order.

Some examples of community service activities that would be worthy of consideration are:

- Civil rights outreach and education.
- Mentoring, apprenticeships and internships.
- Opposing discrimination through service.
- Support of school or community multi-cultural programs.
- A business that supports youth activities, or participates in programs for adults with disabilities or who are homeless.
- Special training programs to assist people obtain emergency housing or medical care, purchase a home, or find a job.
- Providing educational assistance, including teaching language classes.

### **Human Relations Award**

This award is presented to a business located in Frederick County that has provided leadership in civil rights or social justice activities, or provided assistance or support to people in need.

Some examples of activities that could support a nomination for this award would include:

- Develop programs that oppose harassment or promote accessibility for people with disabilities.
- Advocate the hiring of people who are underrepresented in the workplace.
- Demonstrate a commitment to diversity, inclusion and fairness.
- Create new solutions to discrimination problems.
- Establish a mentor program to assist minority employees.

### **Claire S. Knight Youth Achievement Award**

Presented for the first time in 2015, this award is named in honor of Claire Knight, a 17 year old senior at Middletown High School whose life tragically ended in a traffic accident. Claire was loved and respected by everyone. She worked closely with the deaf community and was an honor student fluent in American Sign Language. She touched many lives in profound ways.

This award is presented to a Frederick County resident under the age of 30 who has demonstrated leadership and achievement in human rights activities, especially helping others who are in need.